



CAL POLY

Academic Senate

Meeting of the Academic Senate Minutes Tuesday, January 12, 2021

- I. **Minutes:** M/S/P to approve the November 10, 2020 and November 17, 2020 Academic Senate minutes.
- II. **Communication(s) and Announcement(s):** No announcements.
- III. **Reports:**
 - A. **Academic Senate Chair:** None.
 - B. **Provost:** Provost Cynthia Jackson-Elmoore reported on the academic plans for upcoming quarters. Summer 2021 is going to be largely virtual with the same number of courses offered last summer. Provost Jackson-Elmoore also urged the Senate to begin planning a majority in-person Fall 2021 with the consideration of on-going vaccination programs, and vulnerable populations. She also reminded the Senate that curricular review is not required for courses that are being taught virtually due as a result of COVID-19.
 - C. **Statewide Senate:** Gary Laver reported on the newly released budget and is cautiously optimistic about funding for the next year. He also reported on the special meetings to discuss the degree transfer requirements in light of the new GE Area F.
 - D. **CFA:** Lewis Call updated the Senate on a letter from faculty that voiced concerns and opposition to Cal Poly's plan to bring students on campus. The letter called for three things: suspending in-person classes and switching to an all-virtual mode of instruction, de-densifying the dorms, and guaranteeing twice-a-week testing. The letter has been signed by 300 faculty members.
 - E. **ASI:** ASI President Shayna Lynch reported on ASI's effort on getting all ASI members scholarships, and the passage of a resolution that requires a diversity statement in ASI bylaws. She also voiced students' frustrations with the Duo-multi factor authentication and being unable to return to work due to a positive COVID test, despite no longer being infectious.
- IV. **Special Reports:**
 - A. **University Update:** President Armstrong reported on the progress of student move in. There has been an increase in students living on campus from last quarter. Cal Poly is making progress on moving towards in-house saliva testing that President Armstrong anticipates will be ready by the end of the month. Currently, the University, with the partnership with Avellino Testing, is able to process 24k tests a week. The University is also establishing a COVID Help Center that would employ students who have been unable to work. Cal Poly has a representative on the SLO County COVID Task Force who is working on establishing Cal Poly has a center of distribution. President Armstrong also reported that the applicants for the class of 2025 were part of the most diverse pool ever.
 - B. **Inclusive Excellence Update:** Dr. Denise Isom, Interim Vice President for Diversity and Inclusion and Chief Diversity Officer gave a slide presentation on the goals for the Office of Diversity and Inclusion. This report can be found here: [https://content-calpoly-edu.s3.amazonaws.com/academicsenate/1/images/Senate OUDI Agenda %26 update.pdf](https://content-calpoly-edu.s3.amazonaws.com/academicsenate/1/images/Senate%20UDI%20Agenda%20update.pdf)
- V. **Business Items:**
 - A. **Resolution on Pilot Pathways Program within General Education:** Gary Laver, Chair, General Education Governance Board reminded the Senate of the program's goals of linking courses together within GE exploratory groups. The Pilot Pathways Program working group created a framework for the pilot to test one such pathway in GE courses. This proposed pilot would be a year or two-year exploration within the GE, including a set floor and

ceiling for units. There is no budget currently involved. This resolution will return to the Senate in first reading status at the next Academic Senate meeting.

- B. **Resolution on “Poly Access” Textbook Program:** Ryan Jenkins reminded the Senate that this resolution is to change the “Poly Access” program to being opt-in, rather than opt-out. Vice Chair Greenwood yielded her time to Andrea Burns, a representative of Cal Poly Corporation. She informed the Senate that this program is exclusively opt-in and yields \$200k in savings. Senator John Hagen reported that the Instruction Committee discussed this program and support the resolution because they disagree with students being charged for inaction. This resolution will return to the Senate in first reading status at the next Academic Senate meeting.
- C. **Resolution to Set Cal Poly’s Carbon Neutrality Target Date:** This resolution will return to the Senate in first reading status at the next Academic Senate meeting.

VI. **Discussion Item(s):** None.

VII. **Adjournment:** 5:00

Submitted by,

Amelia Solis Macias

Amelia Solis Macias

Academic Senate Student Assistant

OU DI Agenda & Update

2020-2021

Dr. Denise Isom

Interim Vice President for University Diversity & Inclusion

January 12, 2020



CAL POLY

Context

We all know the complexity of the moment we are in, for the OUDI office it represents new challenges and an implicit mandate.

I've developed an agenda for the year that attempts to address the hurt, fear, sadness, and anger, so many of us are feeling, particularly in marginalized communities, and the desire/need for discourse, education, and community building.

Though I am only serving as an interim, this is a moment marked by a call for change, direct action, and institutional transformation, so I am working to respond to and capitalize on this moment, while laying a foundation and developing structure that will hopefully strengthen the transition and efforts of the new VP.

OU DI Agenda – 2020-2021

- Training (University System – Core competencies & Parallel faculty and staff programs focused on hiring practices, orientation, tiered approach, and a certificate program)
- Action Plan Implementation
- Research (Grant Writing, HSI Progress and efforts, gathering internal data to better direct and Inform our Work)
- Building University Networks, Systems & Capacity Building

Structure & Organization

Advisory Council

(Monthly meetings,
with an intentional
mix of more
experienced and
newer faculty and
staff)

Camille O'Bryant
Associate Dean, COSAM

Jennifer Teramoto Pedrotti
Associate Dean, CLA

Grace Yeh
Ethnic Studies & Chair, Com

Amber Williams
Psychology

Janell Navarro
Chair, Ethnic Studies

Lilianne Tang
Student Affairs

Anya Booker
BAEC

Beya Makekau
SDAB

Blanca Martinez-Navarro
DOS Office

Michael Nguyen
Academic Assessment

Kanani Makekau
USFC Advisor

Kari Mansager
Safer/Housing

Jamie Patton
AVP, Student Affairs



Associate deans for diversity

(Monthly meetings)

Camille O'Bryant

Jennifer Teramoto Pedrotti

Eric Mehiel

Catherine Kleier & Ann De
Lay

Ahmed Dief

Mark Cabrinha

College of Science &
Mathematics

College of Liberal Arts

College of Engineering

College of Agriculture, Food &
Environmental Science

Orfelea College of Business

College of Architecture &
Environmental Design

Office Organization

OU DI DEI Staff

Jennifer Teramoto Pedrotti – *Interim
Associate Vice President for Academic Affairs*

Beya Makekau – *Director of Student Engagement
& Inclusion Strategies*

José Navarro – *Research Fellow*

*Director of Training and Programming (For
immediate needs, I've created a small faculty
and staff Training Team)

Additional Staff

? – Administrative Assistant

Ryan Adserias – Communications

Kelly Bennion – BEACoN Faculty Fellow

Jennifer Teramoto Pedrotti

ACADEMIC INITIATIVES

- Develop network and linkages to the Provost's office and University wide Academic Affairs DEI efforts
 - Work with all of the college diversity action plan committees to finalize and implement their current action plans and assist in the development of the processes for ongoing assessment and reporting (link DEI reporting to RPT, WSCUC, and Program Review)
 - Work with the Inclusive Excellence
- Specialist in the CTLT to develop a comprehensive faculty DEI training program (with particular focus on an early arrival orientation, tiered training system, and the development of a DEI Teaching Certificate program)
- Faculty Recruitment (Summer pipe line program) & Hiring processes (search committees, future cluster, partner, opportunity hires)
 - Assist in OUDI planning and development

- Develop and lead DEI student leader council (ASI, Student Activists, Cultural Club leaders, Cultural Frats and Sor.)
- Work with non-AA campus unit's DEI and action plan committees to finalize and implement their current action plans and assist in their development of the processes for ongoing assessment and reporting
- Develop networks, programs, and linkages between the city of San Luis Obispo, OUDI, Academic Affairs, and Student Affairs' DEI efforts

- Gathering of campus demographic and DEI data to assess student, staff, and faculty recruitment and retention, graduation gaps, and DEI student academic programs (EOP, CP Scholars, etc.)
- Use of data to continue work towards becoming an HSI and inform and direct campus climate efforts
- Writing grants to fund OUDI and campus DEI network efforts and programs
- Support OUDI research efforts and develop linkages and networks between campus and community research and collaboration opportunities

DIRECTOR OF TRAINING & PROGRAMMING

Dotted line to HR and
Collaborator with
CTLT

- Delivery of staff training and mediation of DEI discussions within campus units
- Development of a staff training program, constructed in parallel with a faculty one, structured as a University wide training system and network (with particular focus on orientations, tiered training, and the development of a DEI Certificate program)
- Work on staff hiring processes, recruitment, and retention efforts

And others...

- ES requirement
- Work with Admissions on students of color recruitment efforts
- First generation portal
- Art installations
- SLO county community collaborations
- Campus Conversation Series
- Initiating and collaborating on DEI speakers & discussions (OUDI, CLA's BLM series, Teach In, Student Affairs programming, etc.)
- New President's Diversity Award - Dolores Huerta "¡Sí Se Puede!" Award for Transformational Leadership
- Collaborations with Anti-bias group, election group, CTLT, AA, SDAB, etc.

